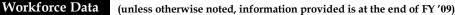
## **Department of Cultural Affairs Facts - FY '09**

http://www.culturalaffairs.org/

## **General Information**

Address: New Historical Building 600 East Locust

Des Moines, IA 50319-0290





Span of Control: 9.13 % Performance Evaluations Completed: 100% Total Unemployment Insurance Claims: 6

Employee Age Groups			Supervisor Age Groups			oups	<u>Females</u>		<u>Males</u>		
<25	0	45-54	25	<25	0	45-54	3	# of Females:	42	# of Males:	28
25-34	6	55-64	25	25-34	0	55-64	3	% of WF:	60.00%	% of WF:	40.00%
35-44	8	65+	6	35-44	1	65+	1	Average Age:	51.38	Average Age:	54.24
Employee Average Age: 52.52			Supervisor Average Age: 54.88			54.88	Average Length of Service: 12.61		Average Length of Service: 16.57		

Minorities		Breakout of Mino	<u>rities</u>	Non-minorities	
# of Minorities: 2		# of African-American:	1	# of Non-minorities:	61
% of Workforce:	2.86%	# of Asian:	0	% of Workforce:	87.14%
Average Age:	52.11	# of American Indian:	0	Average Age:	52.56
Average Length of Service:	2.71	# of Hispanic or Latino:	1	Average Length of Service:	14.85

Persons With Disabili	<u>ties</u>	Persons With Non-Disabilities		
# of Persons With Disabilities:	2	# of Persons With Non-Disabilities	: 63	
% of Workforce:	2.86%	% of Workforce:	90.00%	
Average Age:	60.93	Average Age:	52.42	
Average Length of Service:	23.28	Average Length of Service:	13.87	

Officials/Administrators	Professionals	Technicians	Protective Service: Sworn
EEO Category 1: 6	EEO Category 2: 50	EEO Category 3: 4	EEO Category 4: 0
Protect. Serv.: Non-Sworn	Administrative Services	Skilled Craft	Service/Maintenance
EEO Category 5: 0	EEO Category 6: 5	EEO Category 7: 0	EEO Category 8: 5
Separation Rate: 6.90%	Hire Rate: 0%	Number Hires: 0	Transfer In: 0
<b>Retirements:</b> 2 (1 was SLIP)	All Terminations: 1	Voluntary Quits: 2	<b>Transfer Out:</b> 0

# of Classes Used: 28 Most Populous Classes: Historical Program Spec (23), Info Specialist 2 (4), Librarian 2 (4)				
Separations - By Class:	Historical Program Specialist (1), Main	nt Worker (1), Museum Asst (1), Program Planner 1 (1), Public Service Executive 4 (1)		
# Eligible for Detirement	29 in part 5 years	% Eligible: 40,00%		

## Leave and Benefits (unless otherwise noted, information provided is at the end of FY '09)

Vacation Payouts:	Sick Leave Payouts:	Annual Payroll:	Avg. Base Salary:	Overtime Days Worked:
\$26,365.71	\$2,171.93	\$4,428,541	\$56,433.79	45.3
Overtime Cost:	Reassignment Pay:	Recruitment Bonus Pay:	Retention Pay:	Exceptional Job Performance Pay:
\$9,128.83	\$0	\$0	\$0	\$0
Workers' Comp Payouts:	Vacation Pay - Earned	Vacation Days Earned:	Vacation Used Expense:	Vacation Days Taken:
\$1,444.40	Value: \$330,177.79	1,522.9	\$301,156.27	1,386.2
Workers' Comp Days	Sick Leave Days Earned:	Reg. Sick Leave Used	Reg. Sick Leave Days Used:	Converted Sick Leave To
Used: 28	1,236.3	Expense: \$117,921.61	584.0	Vacation Days Used: 259.5
	Sick Leave -Earned Value: \$248,028.80		Avg. Sick Leave Days Per EE: 8.34	Converted Sick Leave To Vacation Used Expense: \$57,153.00
Injury Leave Used Expense: \$0	Injury Leave Days Used:	Classification Appeals:	Reclassifications Up (Filled): 1 Up (Vacant): 2	Grievances Contract Grievances: 0 Disciplinary: 0
Funeral Leave Used	Funeral Days Used:	Extraordinary Pay:	Down (Filled): 0	Language: 0
Expense:	20.9	\$2,296.00	Down (Vacant): 0	Non-Contract Grievances: 0
\$3,868.44			Lateral (Filled): 0	Disciplinary: 0
Jury Leave Used	Jury Leave Days Used:	Special Duty Pay:	Lateral (Vacant): 0	Language: 0
Expense: \$212.86	1.0	\$0	Approx. Annual New Cost of Reclassified Positions:* \$10,244.00	Arbitrations: 0

<sup>\*</sup> based on difference between average of old and new pay grade FY 709. Vacancies and laterals were not calculated into the "cost."

## Affirmative Action (Underutilization [UU] and Gains/Losses)

Females: Begin of Year (FY '09) UU:	6	Minorities: Begin of Year (FY '09) UU:	3	<b>PWD:</b> Begin of Year (FY '09) UU:	6
Gains/Losses (FY '09):	-1	Gains/Losses (FY '09):	0	Gains/Losses (FY '09):	0
End of Year (FY '09) UU:	7	End of Year (FY '09) UU:	3	End of Year (FY '09) UU:	6

Sources: AS400 Queries; "Just the Facts for FY09" Almanac; Department of Management; DAS-HRE Labor Relations Team and DAS-HRE Personnel Officers.

Date of Completion: December 2009

